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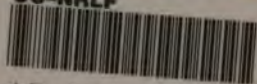
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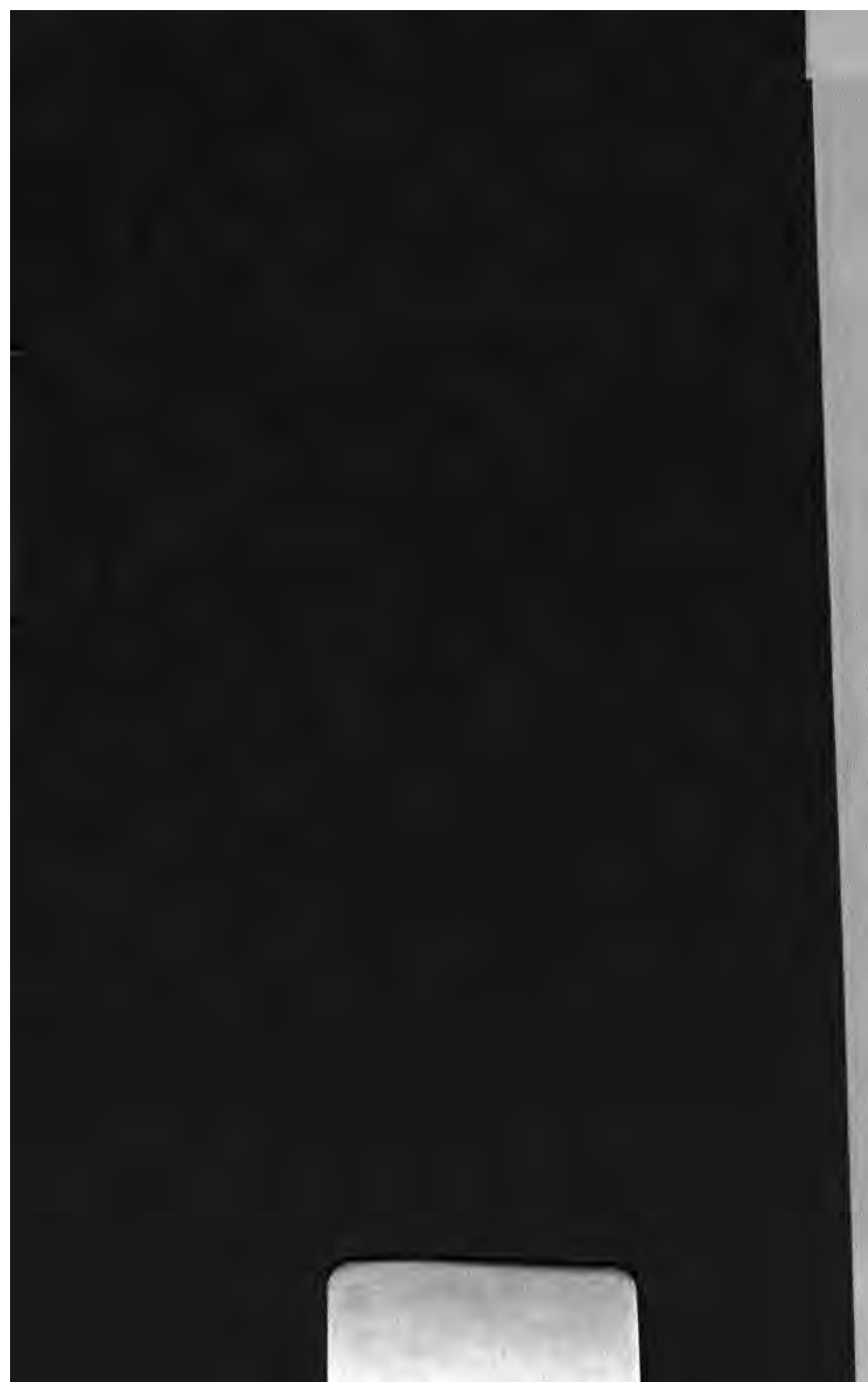
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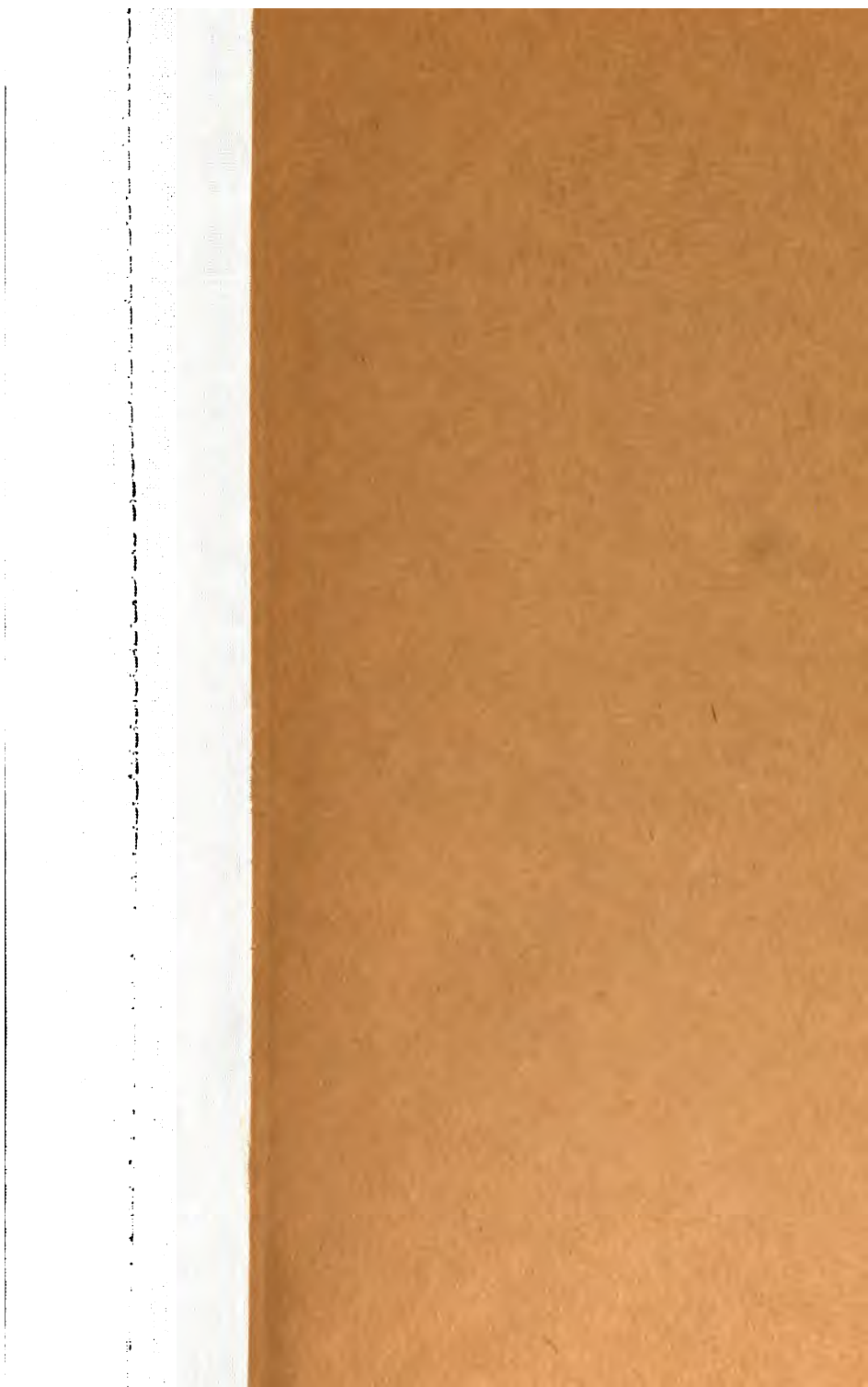
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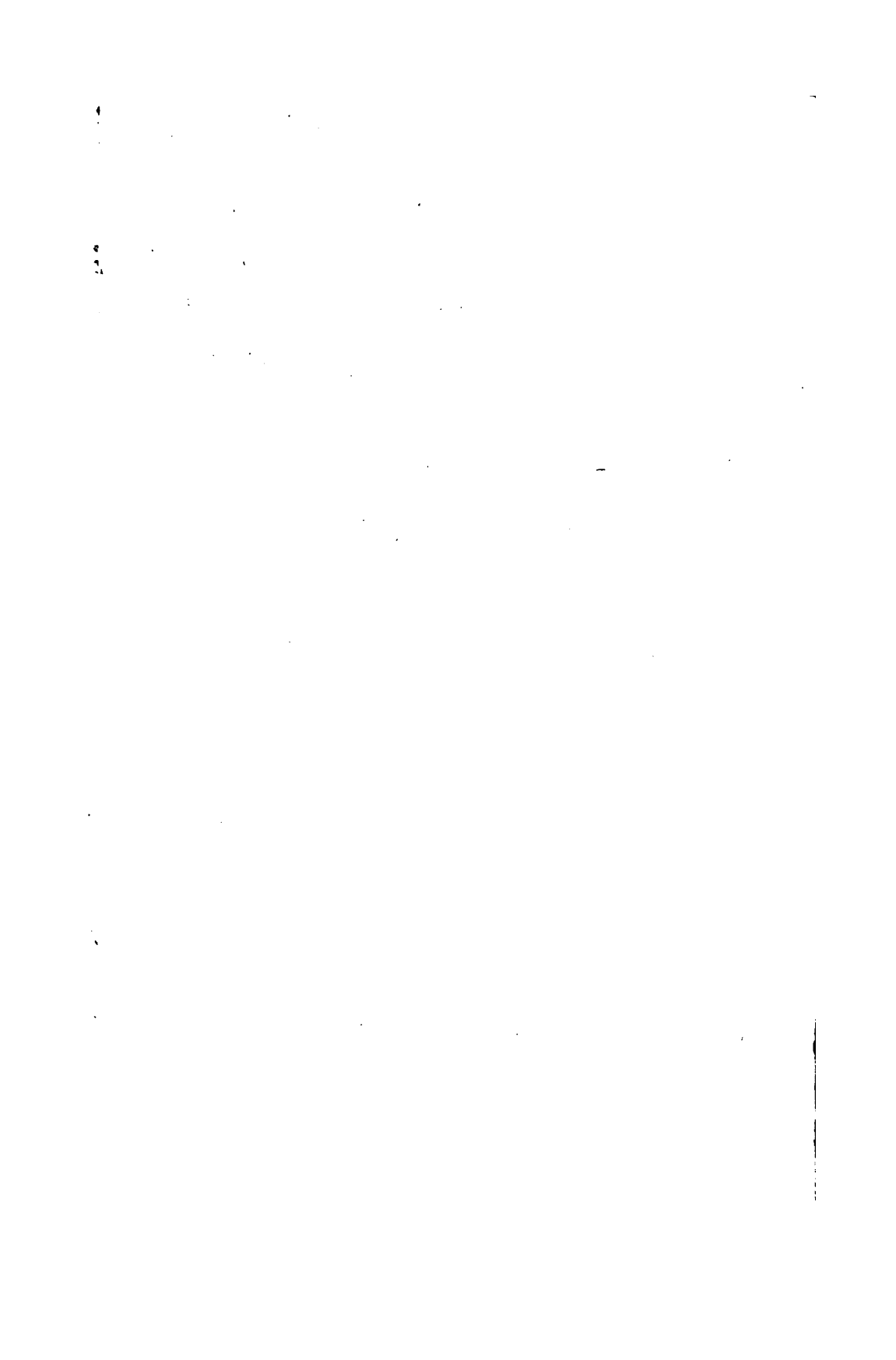
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BIBLIOGRAPHY
OF
CIVIL SERVICE REFORM
AND
RELATED SUBJECTS



REVISED EDITION
PUBLISHED FOR THE
WOMEN'S AUXILIARY
TO THE
CIVIL SERVICE REFORM ASSOCIATION
NEW YORK
1907

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A BIBLIOGRAPHY
OF
CIVIL SERVICE REFORM
AND
RELATED SUBJECTS
REVISED EDITION
INCLUDING A MAP SHOWING THE EXTENT OF CIVIL SERVICE REFORM
IN THE UNITED STATES

PREFACE TO THE SECOND AND REVISED EDITION.

In revising the edition of the Bibliography published in 1900, the aim has been to present a more exhaustive list of references to the literature of the Civil Service Reform movement in its historical aspects, and to bring the list of references up to date.

There is such a wide range of literature covering reform movements in the last seven years that it is difficult to make selections from material that is almost all valuable. A knowledge of such conditions as have been discovered by investigators of public policies and institutions is a necessary forerunner to the intelligent appreciation of the *raison d'être* of the Civil Service Reform movement, and a great amount has been written that is valuable merely as a presentation of the situation apart from proposed remedies. For the purpose of the present work, however, it has been necessary to confine selections from this literature to those most directly connected with the Civil Service Reform movement.

The Proceedings at the Annual Meetings of the National Municipal League are without doubt the most valuable for the light they throw upon the administrative and political aspects of the Municipal Problem. The papers and reports cover a wide range of topics, including "Charters," "Primaries," "Home Rule," "Street Railways," "Municipal Statistics," "Municipal Accounts," "Municipal Ownership," "Municipal Instruction," "Conditions in American Cities," etc. A complete table of contents of the Proceedings up to 1904 may be found in the Hand Book (1904) of the National Municipal League; only a partial list has been possible in this Bibliography.

To the special mention that is made of certain references in the "Preface to the First Edition," notice should be added of the work that appeared in 1905 under the title of "The Civil Service and the Patronage," by Carl Russell Fish. It is a concise and adequate history of the patronage system in America. Fact and comment are combined in a very illuminating way, and the book is heartily recommended to those who desire a trustworthy, complete, and altogether interesting account of the question.

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(This work, which may be placed among the most important of Civil Service Reform literature, was prepared by Mr. Eaton while he was Chairman of the Federal Civil Service Commission under President Hayes. With official introductions from the United States, Mr. Eaton spent a year in London, at his own expense, studying the Civil Service question. The result of this study was transmitted to Congress in the form of a Report, and published as such by the Government. Later it was published by Harper & Brothers, both in book form and as an issue in their "Franklin Square Library".)

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The Function of the Municipality, with Special Reference to Public Service. Prof. James Mavor.
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The Right of Every Elector to a Free and Equal Share in the Selection of Candidates for Municipal Elective Office. George W. Guthrie.

The Unsatisfactory Character of Present Methods of Nominating to Municipal Elective Office. Clinton Rogers Woodruff.

The Functions and Opportunities of Political Organizations under the Municipal Nominating Law. Horace E. Deming.

1905.

A Year of Municipal Advances. Clinton Rogers Woodruff.

City Government in Canada. Dr. W. Bennett Munro.

The Real Cause of Municipal Corruption. Dr. John B. Roberts.

The Relation of Municipal Government to American Democratic Ideals. L. S. Rowe.

Woman's Work for Municipal Progress. Miss Chanler.

Instruction in Municipal Government in Secondary and Elementary Schools. Dr. William H. Maxwell and Prof. J. J. Shepard.

Political Organization and Primary Legislation in Pennsylvania. Scott Nearing and Lawrence W. Trowbridge.

Political Organization and Primary Legislation in New York. Horace E. Deming and Lawrence W. Trowbridge.

Political Organization and Primary Organization in Minnesota. Charles Baldwin Cheney and Hon. David F. Simpson.

Some Dangers of the Control by Permanent Political Organizations of the Methods of Nomination to Elective Municipal Office. Horace E. Deming.

The Requisites of a Municipal Nominating Law. Clinton Rogers Woodruff.

1906.

Why we have Unsatisfactory Public Servants and how we can get good ones. Charles J. Bonaparte.

Practical Progress. Clinton Rogers Woodruff.

Corrupt Practices and Electoral Methods. Horace E. Deming.

Primary Legislation and Present Organization in Wisconsin. Clarence B. Lester.

A Plan for Separate Elections. Frank H. Jamison.

The Police Question. Edward M. Hartwell.

Sanity in Civic Reform. Edward K. Sumerwell.

A Fundamental Principle in Civic Education. William Chauncey Langdon.

IV. PUBLICATIONS OF CIVIL SERVICE REFORM ASSOCIATIONS AND OTHER ORGANIZATIONS.

National Civil Service Reform League.

(To be procured by addressing the Secretary, at the offices of the League, 79 Wall Street.)

Proceedings at the Annual Meetings of the National Civil Service Reform League, 1882 to 1906, inclusive (excepting those of 1882, 1883, 1888-1893, inclusive, and 1898, out of print), with annual addresses of the Presidents and other papers.

N.B.—The following addresses and papers are contained in the Proceedings:

1882.

A Year of Reform. George William Curtis.

1883.

The Progress of Reform. George William Curtis.†

1884.

The Year's Work in Civil Service Reform. George William Curtis.
1885.

Civil Service Reform under the Present National Administration.
George William Curtis.*

1886.

The Situation. George William Curtis.*

1887.

The Administration and Reform. George William Curtis.†

1888.

The Reason and the Result of Civil Service Reform. George
William Curtis.

Practical Promotion. Edward Cary.

A Reformed Civil Service in Connection with Benevolent Insti-
tutions. Louis Howland.

The Registration of Laborers. Charles W. Clifford.

On the Right of Making Removals without Stating Cause. Stuart
Wood.

Evasions of Civil Service Rules. Lee Phillips.

The Civil Service at Common Law. William Dudley Foulke.

1889.

The Situation and Prospects of Reform. George William Curtis.

How to take the Post Office out of Politics. Richard H. Dana.

Civil Service Reform as a Moral Question. Charles J. Bonaparte.

1890.

Address by the President. George William Curtis.

Examination in Character Essential to a Complete Competition.
Edward M. Shepard.

The Relation of Civil Service Reform to other Reform. Charles
J. Bonaparte.

All other Reforms should be Subordinated to Civil Service Reform.
Lucius B. Swift.

1891.

Ten Years of Reform. George William Curtis.

Secret Sessions of the Senate. William Dudley Foulke.

The Government of Cities: The Need of a Divorce of Municipal
Business from Politics. Moorfield Storey.

Ought the Classified Service to be Increased? Sherman S. Rogers.

1892.

Party and Patronage. George William Curtis.†

The Application of Civil Service Rules to Public Laborers.
Charles T. Russell, Jr.

Appointment of Postmasters: Term and Tenure of Office. R.
Francis Wood.

(Those designated * are also obtainable in separate pamphlet form.)
[Those designated † have been published in pamphlet form but are out
of print.]

1893.

Civil Service Reform and Democracy. Carl Schurz.†
The Use of Patronage to Influence Legislation. Charles J. Bonaparte.
Platforms and Promises. William Dudley Foulke.

1894.

The Necessity and Progress of Civil Service Reform. Carl Schurz.*
The Situation in Chicago. John W. Ela.
The Influence of the Spoils System upon the Government of American Cities. Herbert Walsh.†
Citizenship and the Civil Service. C. P. Walbridge.
Municipal Reform Impossible under the Spoils System. Charles B. Wiley.
The Reform of the Consular Service. Oscar S. Straus.*
The Theory and the Practice of Civil Service Reform. William Dudley Foulke.*
The Relative Importance of Civil Service Reform. Richard Henry Dana.†
The Anti-Spoils League: Its Origin and Growth. William Spots.†

1895.

Congress and the Spoils System. Carl Schurz.*
The Appointment and Tenure of Postmasters. Richard Henry Dana.*
The Important Function of Civil Service Reform. F. L. Siddons.
Results of Recent Agitation of Consular Service Reform—Their Value—What Next? Jonathan A. Lane.
Superannuation in the Civil Service. William Dudley Foulke.
The State of Civil Service Reform in the South. Herman Justi.
The Reign and Overthrow of an Office-holding Oligarchy. Charles J. Bonaparte.
Civil Service Reform in its Bearings upon the Interests of Workingmen. Herbert Welsh.
Status of the Civil Service Reform Movement in the District of Columbia. Charles W. Stetson.

1896.

Encouragements and Warnings. Carl Schurz.*
The New System in New York. Silas W. Burt.
Post-Offices as Party Spoils. Richard Henry Dana.
The Relation of Women to the Movement for Reform in the Civil Service. Mrs. Charles Russell Lowell.
Civil Service Reform in the West. John W. Ela.
Four Year Tenure. Lucius B. Swift.
Civil Service Commissions Essential to Civil Service Reform. Dorman B. Eaton.*
Efficiency and Economy under the Merit System. John R. Proctor.
Results of Reform in the Department of Agriculture. J. Sterling Morton.

(Those designated * are also obtainable in separate pamphlet form.)
(Those designated † have been published in pamphlet form but are out of print.)

1897.

- The Democracy of the Merit System. Carl Schurz.*
The Republican Party and Civil Service Reform. Henry Hitchcock.*
The Democratic Party and Civil Service Reform. Moorfield Storey.*
Do the American People want Civil Service Reform? Charles J. Bonaparte.
The Legal Situation. The Right to Compete for Public Employment. Edwin Burritt Smith.*
Civil Service Reform and Municipal Government. Albert Shaw and Horace E. Deming.*
The Municipal Situation in Ohio. Rufus B. Smith.

1898.

- A Review of the Year. Carl Schurz.*
Colonial Administration—A Warning from Spain. Henry H. Glassie.
Criminal Offenses among Federal Civil Servants in Maryland under the Spoils and under the Merit Systems. John C. Rose.
The Need and Best Means of Providing a Stable and Competent Civil Service for our Dependencies. Dorman B. Eaton.*
The Murrain of Spoils in the Indian Service. Herbert Welsh.*
Can we trust our Army to Spoilsmen? Charles J. Bonaparte.*

1899.

- Renewed Struggles. Carl Schurz.*
The Competitive Plan in the Filling of Offices of the Higher Grades. Silas W. Burt.
The Spoils System in the Government of Dependencies. Charles J. Bonaparte.
The Merit System in San Francisco. An Outline of its Origin and Adoption, submitted in behalf of the Merchants' Association to the National Civil Service Reform League.

1900.

- The Choice of Correct Methods in the Administration of the Civil Service of American Dependencies. Elliot H. Goodwin.*
The Results of Civil Service Reform in Australia. Hugo R. Meyer.
A Report on the Movement in the Women's Clubs in Aid of Civil Service Reform. Elizabeth Foster.

1901.

- Discussion of Consular Reform. W. R. Corwine and Harry A. Garfield.
Discussion of the Interest of Women in the Work of the League. Mrs. W. H. Schieffelin and Mrs. Henry Whitman.
Discussion of the Insular Civil Service. John R. Proctor, A. Lawrence Lowell, Dr. J. H. Hollander.
How to Specialize Civil Service Examinations most Efficiently. Everett P. Wheeler.
The Standard of Merit in the Higher Offices. Edward Cary.

(Those designated * are also obtainable in separate pamphlet form.)

1902.

What is Civil Service Reform? Charles J. Bonaparte.*
Practicability of Promotion through Competition. Elliot H. Goodwin.
The Spoils System and the Merit System in the Public Schools of a Great City (Baltimore). Dr. H. O. Reik.
The Spoils System in Philadelphia. Charles Richardson.
The Merit System as an Element in the Reform of the New York City Police Department. George McAneny.
The Reform of the Consular Service. Carl Schurz.
The Civil Service in the Philippines. Frank M. Kiggins.
Civil Service Reform Principles in Education. Lucy M. Salmon.*
The Spread of Civil Service Reform Principles through the Agency of Women's Clubs. Mrs. Imogen B. Oakley.*

1903.

The Need for Greater Efforts and more Effective Methods in Advocating the Merit System. Charles Richardson.*
The Merit System in the Selection of the Higher Municipal Officers. Richard Henry Dana.*
Some Object Lessons. Carl Schurz.*
The Future Work of Civil Service Reform. Alford W. Cooley.*
Practical Methods of Promoting the Merit System. Samuel H. Ordway.
The Advance of the Competitive System. William Dudley Foulke.
Twenty Years of Civil Service Reform. Henry F. Greene.
Civil Service Reform in Maryland. W. W. Willoughby.
Fourth-Class Postmasters and Rural Free Delivery. Elliot H. Goodwin.
Some Phases of the Practical Workings of the Competitive Examination System. Homer Folks.*
The Relation of Political Parties to Civil Service Reform. Edward M. Shepard.

1904.

Report from the Civil Service Reform Committee of the General Federation of Women's Clubs. Mrs. Imogen B. Oakley.
The Extension of the Competitive Service. Clinton Rogers Woodruff.
The Present State of Civil Service Reform. Carl Schurz.
The Establishment of Civil Service Districts. An Administrative Reform. Frank M. Kiggins.
Regulations for the Employment of Laborers in the Civil Service. Albert de Roode.
Appointments without Examinations under Special Exceptions to the Rules. Nelson S. Spencer.
Restrictions on the Power of Removal. Joseph P. Cotton, Jr.
Political Assessments and Offensive Partisanship on the Part of Officeholders. Robert D. Jenks.
Changes in the East Indian Service. George R. Bishop.

1905.

The Merit System in Wisconsin. Samuel E. Sparling.
Civil Service Reform in Illinois. William B. Moulton.

(Those designated * are also obtainable in separate pamphlet form.)

Kansas City and Civil Service Reform. A. O. Harrison.
 Municipal Civil Service in Denver. F. J. Chamberlin.
 The President, the United States Senate and a Merit System.
 Richard Henry Dana.
 The Relation of Civil Service Reform to Municipal Administration.
 John A. Fairlie.*
 The Overthrow of the Spoils System in Philadelphia. Clinton
 Rogers Woodruff.

1906.

The Birth of the Pendleton Bill Twenty-five Years Ago. Everett
 P. Wheeler.
 Civil Service Reform in Connecticut. William F. Henney.
 The Slow Progress of Civil Service Reform in New Territory.
 Frederick Almy.
 The Enforcement of the Provisions of the Civil Service Law in
 Regard to Political Assessments. Henry F. Greene.
 The Best Method of Regulating the Political Activity of Public
 Employees. Cyrus D. Foss, Jr.

Address to the Reverend Clergy of All Denominations in the
 United States. John Jay (1883).
 Address to the Voters of the United States. George William
 Curtis (1883).
 The Four Years' Term, or Rotation in Office. Frederick W. Whit-
 ridge (1883).
 The Selection of Laborers. James M. Bugbee (1885).
 Report of the Special Committee on the Present Condition of the
 Reform Movement, March 16, 1887 (1887).
 An Open Letter to Hon. C. H. Grosvenor in reply to recent attacks
 on the Civil Service Law and Rules. George McAneny
 (1897).‡
 The Situation in Porto Rico. Report of the Committee on Civil
 Service in Dependencies (1902).‡
 Scope and Effect of the Executive Order of May 29, 1899 (1904).‡
 Shall not Porto Rico Protect Herself from Possible Exploitation?
 (1904).
 The Reasons for Civil Service Reform. William Dudley Foulke
 (1904).‡
 Higher Municipal Appointive Offices and the Merit System. Re-
 port of a Committee of the National Civil Service Reform
 League (1906).‡
 Superannuation in the Civil Service. Reports of Special Com-
 mittees (1900 and 1906).‡
 Withdrawals from the Civil Service Report of Special Committee,
 1907.‡

New York Civil Service Reform Association.

(Pamphlets designated † may be procured by addressing the Secre-
 tary, at the offices of the Association, 79 Wall Street, New
 York.)

Annual Reports of the New York Civil Service Reform Associa-
 tion, 1894-1906, inclusive.

Civil Service Reform. Henry W. Bellows (1877).

(Those designated * are also obtainable in separate pamphlet form.)
 (Those designated ‡ are in print.)

- The Beginnings of the Spoils System in the National Government, 1829-1830. (Reprinted, by permission, from Parton's "Life of Andrew Jackson.")†
- Civil Service Reform in the Custom House. Willard Brown (1882).
- Term and Tenure of Office. Dorman B. Eaton (1882).†
- The Spoils System and Civil Service Reform in the Custom House and Post Office at New York. Dorman B. Eaton (1881).
- The Pendleton Bill and the Dawes Bill. Compared by the Committee on Legislation of the Civil Service Reform Association (1882).
- Daniel Webster and the Spoils System Thomas F. Bayard (1882).†
- What the Competitive Examinations Really Are (1883).
- The Danger of an Office-Holding Aristocracy. E. L. Godkin (1883).
- Debate on Civil Service Reform before the Seventh Congress of the Protestant Episcopal Church (1884).
- Civil Service in Great Britain. Dorman B. Eaton (1884).
- What has been done in New York and may be done Elsewhere (1884).
- The Competitive Test. Edward M. Shepard (1885).
- The Meaning of Civil Service Reform. Edward O. Graves (1885).
- Civil Service Examinations. Being question papers with actual answers of successful and unsuccessful candidates. By R. R. Bowker (1885).
- The Workingman's Interest in Civil Service Reform. Henry A. Richmond (1889).
- Civil Service Reform. Henry A. Richmond.
- Decisions and Opinions in Construction of the Civil Service Laws (1889).
- The Workingman and Civil Service Reform: What can he do about it? (1889).
- George William Curtis. A commemorative address by Parke Godwin (1894).
- Address of Hon. Carl Schurz in opposition to the Bill to amend the New York Civil Service Laws, commonly known as the "Black Act." May 6, 1897.†
- Report on the Operation of the "Black Act." March 21, 1898.
- The Need of a Classified and Non-Partisan Census Bureau. Report of a Special Committee of the National League (1898).
- Superannuation in the Civil Service. Report of a Special Committee (1900).
- The Civil Service—The Merit System—The Spoils System. Edward Cary (1901).†
- The Purpose of Civil Service Reform. Henry Loomis Nelson. (Reprinted by permission from *The Forum*, January, 1901).†
- The Organization of the Modern Consular Service. George McAneny. (Reprinted by permission from the *Century Magazine*, February, 1899).†
- Civil Service in Great Britain: and its Bearing upon American Politics. Dorman B. Eaton (1903).
- Appointing Officers and Civil Service Regulations. Andrew S. Draper (1906).



Address made at the Conference of States and Municipal Civil Service Commissioners, held in the Senate Chamber at Albany, on October 11, 1906.

Pennsylvania Civil Service Reform Association.

(The following pamphlets may be obtained by addressing the Secretary at the offices of the Association, 460 Drexel Building, Philadelphia, Pa.)

- No. 17—The Advance in the Competitive System. William Dudley Foulke.
- No. 18—The Selection of Public Officials and Employees. Charles Richardson.
- No. 19—What Business Men Think of the Need of Civil Service in Pennsylvania.
- No. 20—The Merit System of Making Appointments to Public Office. Samuel B. Scott.
- No. 21—A Municipal Revolution. Charles Richardson.
- No. 28—The Burden of Patronage.
- No. 30—The Prevention of Bossism.

Women's Civil Service Reform Association of Buffalo.

(The following pamphlets may be obtained from the Secretary, Mrs. DeLancy Rochester, 469 Franklin Street, Buffalo, N. Y.)
The Relation of Civil Service Reform to Municipal Reform. Carl Schurz (1895).

Civil Service Reform as a Moral Question. Charles J. Bonaparte (1889).

Women's Auxiliary to the Maryland Civil Service Reform Association. Annual Report, 1906. (Corresponding Secretary, Mrs. J. K. Thacher, 18 East Lafayette Ave., Baltimore, Md.)
School Conditions With and Without the Competitive System of Examinations. Prof. Lucy M. Salmon and Dr. H. O. Reik (1903).

(Papers read at the Annual Meeting of the National Civil Service Reform League, 1900.)

Women's Auxiliary to the Massachusetts Civil Service Reform Association.

(The following pamphlets may be obtained from the Assistant Secretary, Miss Marion C. Nichols, 55 Mount Vernon Street, Boston, Mass.)

- No. 1—Civil Service Reform. Attack and Defence in Massachusetts Legislature. R. H. Dana (Revised).
- No. 2—Every Man on His Own Merits. William W. Vaughn.
- No. 3—The Civil Service. The Merit System—The Spoils System. Edward Cary.
- No. 4—First Annual Report, 1902.
- No. 5—Unintelligent Criticism Answered. (Published jointly with the New York Auxiliary.) Out of print.
- No. 6—The Merit System in Municipalities. Clinton Rogers Woodruff.
- No. 7—Second Annual Report, 1903.
- No. 8—Civil Service Reform Principles in Education. Lucy M. Salmon.
- No. 9—The Spread of Civil Service Reform Principles through the Agency of Women's Clubs. Imogen B. Oakley.

- No. 10—Third Annual Report, 1904.
 No. 11—The Relations of Civil Service Reform to the Appointment of Teachers in the Public Schools. Beverly W. Bond, Jr.
 No. 12—Civil Service Reform as Demanded by Presidents and Statesmen.
 No. 13—A Primer of the Civil Service and the Merit System. Elizabeth Luther Cary. (Published jointly with the New York Auxiliary.)
 No. 14—Fourth Annual Report, 1905.
 No. 15—Fifth Annual Report, 1906.
 No. 16—Sixth Annual Report, 1907.
 Outline for the Study of Civil Service Reform. Mrs. B. T. Rice. (Published by the Worcester Branch.)
 Outline for the Study of Municipal Government and its Relations to Civil Service Reform. (Published by the Worcester Branch.)

Women's Auxiliary to the Civil Service Reform Association of New York.

- (Pamphlets designated † may be obtained by addressing the Secretary, Miss Emilie J. Hutchinson, 287 Carroll Street, Brooklyn, N. Y.)
 Annual Reports, 1897-1906, except 1897-1904, inclusive, out of print.
 The Reform of the Civil Service: The Interest of Women in the Movement. Mrs. George McAneny (1900).†
 Civil Service Reform. Marion Couthouy Smith. Competition of 1900, First Prize.
 Some Salient Points in Civil Service Reform. Abbie Pearce. Competition of 1900, Second Prize.
 "Equal Rights for All and the Greatest Good of the Greatest Number." Mrs. B. T. Rice. Competition of 1900, Third Prize.
 Unintelligent Criticism Answered. (Published jointly with the Massachusetts Auxiliary.)
 Honor in Politics.
 Summary of the United States Constitution.
 The Civil Service of Buffalo, New York, and Its Effect on the Municipal Government. Annie Jackson Evans (1902). Competition of 1901, First Prize.†
 The Need of Civil Service Reform at the Capital. Bertha Lee Gardner. Competition of 1901, Second Prize.†
 What is Civil Service Reform? Charles J. Bonaparte (1903).†
 The Rise and Fall of the Spoils System in New York State. Joseph H. Kohan. Competition of 1902, First Prize.†
 The Rise and Fall of the Spoils System in New York State. Carson Ryan. Competition of 1902, Third Prize.†
 The Future Work of Civil Service Reform. Alford Warriner Cooley (1903).†
 Some Phases of the Practical Workings of the Competitive Examination System. Homer Folks (1903).†
 The Merit System in the Selection of the Higher Municipal Officers. Richard Henry Dana (1903).
 Facts About Civil Service Reform. Sarah Scovill Whittelsey (1901). Reprinted, 1905.†

A Primer of the Civil Service and the Merit System. Elizabeth Luther Cary. (Published jointly with the Massachusetts Auxiliary.) 1905.†

Argument on the Method of Selection and Appointment of Women as Probation Officers (1906).†

Miscellaneous.

Our Revenue System and the Civil Service. Shall They be Reformed. Abraham L. Earle. Published for the International Trade Alliance, 1872.

The Experiment of Civil Service Reform in the United States; Its Methods; Its Effects, and the Excuses and Responsibility for Its Abandonment. Dorman B. Eaton. A paper read before the American Social Science Association, May, 1875.

Our National Bane, or the Dry Rot in American Politics. A Tract for the Times Touching Civil Service Reform. George L. Prentiss (1877).

Foreign Intercourse and Civil Service Reform. Abram S. Hewitt. (A speech delivered in the House of Representatives, March 11, 1878.)

The Literature of Civil Service Reform in the United States. W. E. Foster (1881).

(A bibliography grouped according to the following periods: "(1), the origin of the republic and the first forty years, during which the government was conducted on essentially the same principles as originally designed; (2) the period from 1829 to 1865, during which the 'spoils' system was in almost undisputed possession; and (3), the period since 1865, during which definite efforts have been made to introduce reform.")

The Great Struggle in England for Honest Government, Considered with Reference to Civil Service Reform in the United States. E. F. Waters (1881).

Record of Conference of the Civil Service Associations, Held at Newport August 11, 1881 (Boston, 1881).

Civil Service Reform. W. A. Smith. (Published by the Boston Civil Service Reform Association, 1882.)

Civil Service Reform: Two Essays by William H. White. I. The Effect of the Spoils System on National Legislation. II. Conflict Between the Claims of Locality and the Method of Competitive Examinations Suggested by the Pendleton Bill. (Published by the Civil Service Reform Association of Brookline, Mass., 1883.)

The Democratic Party and Civil Service Reform. Pamphlet issued by the Young Men's Democratic Club of Brooklyn, January 26, 1885.

The Meaning of Civil Service Reform. Edward O. Graves (Published by the Geneva Civil Service Reform Association, 1885.)

The Workingman's Interest in Civil Service Reform. The Spoils System in the Public Schools. Henry A. Richmond (1888).

Civil Service Reform a Delusion and a Sham under President Cleveland's Administration. Speech of Hon. Eugene Hale of Maine in the Senate of the United States, January 11, 1888.

A Sketch of the History of Civil Service Reform in England and in the United States. Herbert Welsh (1889).

The Appointments and Removals in the Consular Service Report by J. A. Lane to the Board of Directors of the Merchants' Association of Boston (1893).

- Earl Grey on Reciprocity and Civil Service Reform, with Comment by Gen. M. M. Trumbell. (Articles reprinted from *Open Court* of December, 1892, and January, 1873.)
- The Relation of Civil Service to Municipal Reform. Carl Schurz. (Published by the National Municipal League, 1895.)
- The Reform of the Civil Service, and the Spoils System. Mrs. Charles Russell Lowell, 1896. (Publication No. 2, League for Political Education.)
- Our Relation to Civil Service Reform. A Paper read in part before the Biennial Meeting of the Federation of Women's Clubs at Milwaukee, January 9, 1900.
- A Report on the Movement in the Women's Clubs in Aid of Civil Service Reform (1900).
- Syllabus for the Study of the History of Civil Service Reform. Lucy M. Salmon. (Published by the Massachusetts Federation of Women's Clubs, 1903.)
- Civil Service Reform in Its Practical Workings. With Discussion by Homer Folks. (Address delivered at the Fourth New York State Conference of Charities, Buffalo, 1903.)
- Report of the Committee on Civil Service Reform of the New York State Federation of Women's Clubs. Utica, 1903.
- A Sketch of the History of Civil Service Reform in England, India, and the United States. Imogen B. Oakley. (Published by the General Federation of Women's Clubs, 1904.)
- Report of the Committee on Civil Service Reform of the New York State Federation of Women's Clubs. Syracuse, 1904.
- True Significance of the National Civil Service Act. Dorman B. Eaton.
- "Public Office a Public Trust." Grover Cleveland—The Open Record of an Honest Man. (Document used in Cleveland's first campaign for the Presidency.)

V. CIVIL SERVICE PERIODICALS.

- The Civil Service Record.**
Published by the Civil Service Reform Associations of Boston and Cambridge, Mass. July, 1881—May, 1892. 11 Vols.
- The Civil Service Reformer.**
Baltimore, Md. January, 1885—May, 1892. 8 Vols.
- The Civil Service Chronicle.**
Indianapolis, Ind. March, 1889—September, 1896.
- Good Government.**
Official Journal of the National Civil Service Reform League. In July, 1892, the *Civil Service Reformer* and the *Civil Service Record* were published in combination under the title "Good Government," Vol. XII. (Monthly, 79 Wall Street, New York.)
- City and State.**
Philadelphia, 1895-1904.
- The Postal Record.**
Washington, 1896—

The Chief.

Journal of the Civil Service (Weekly, 45 Centre Street, New York).

The Civil Service Gazette.

(The Civil Service Publishing Company, Chicago.)

VI. GOVERNMENT PUBLICATIONS.

Annual Reports of the United States Civil Service Commission, 1884-1906. Containing the U. S. Civil Service statutes, rules, etc., decisions and opinions of the courts, reports of the progress of the reform, statistics and miscellaneous data. (Published by the U. S. Civil Service Commission, Washington, D. C.)

A summary of the individual reports to date may be found in the Twenty-second Annual Report, 182-187.

The Executive Civil Service of the United States. Census Bulletin No. 12 (1904).

Manual of Examinations. Issued by the United States Civil Service Commission. Revised semi-annually.

"Contains all information applicants need concerning the filing of applications and the examinations mentioned herein. The January edition contains a schedule of spring examinations, and the July edition contains a schedule of fall examinations."

Annual Reports of State and Municipal Civil Service Commissions. Congressional Reports and other Documents.

(A few of the most conspicuous reports on Civil Service Reform are given below. A complete list of public documents can be found in Good Government, Vol. 16, No. 4: 48.)

Resolutions on Civil Service Reform. Senator Barton. (Senate Documents, No. 103, 21st Congress, 1st Session, Vol. II., 1830.)

"That the practice of making removals from office for the purpose of making vacancies to be filled by political partisans is hostile to the spirit of the Constitution, an encroachment on the rights of the Senate, and dangerous to the liberties of the country."

Resolutions on Removal of Public Officers. Senator Ewing. (Senate Documents, No. 41, 22d Congress, 1st Session, Vol. I., 1832.)

"That the practice of removing public officers for any other purpose than that of securing a faithful execution of the laws is hostile to the spirit of the Constitution; that it is inexpedient for the Senate to consent to the appointment of any person to a vacancy resulting from a removal for insufficient cause."

Report on the Civil Service. Rep. T. A. Jenckes. (House Reports, No. 8, 39th Congress, 2d Session, Vol. I., 1867.)

"Favorable to competitive examinations for all applicants for subordinate civil offices."

Report from the Joint Select Committee on Retrenchment made to the House of Representatives, May 14, 1868. (House Report, No. 47, 40th Congress, 2d Session, 1868.)

"Begins with a brief history of the United States Civil Service, which it follows with a striking chapter from Parton's Life of

Jackson. The answers sent by over 450 officers of the Civil Service to a series of 37 questions regarding the administration of their duties propounded by the Committee, the testimony of former Presidents and of the press upon the scramble for office and on the proposed remedy, and explanations of the systems of China, Prussia, England, and France, make up the bulk of the report."

Report on the Civil Service. Rep. T. A. Jenckes. (House Reports, No. 47, 40th Congress, 2d Session, Vol. II., 1868.)

"Condemning the manner in which the present system of the Civil Service is managed, and respecting a bill to remedy the evil complained of, viz., the removal of the employees at the change of each administration, and the political use made of them."

Report on Civil Service. Senator Boutwell. (Senate Reports, No. 289, 44th Congress, 1st Session, Vol. I., 1876.)

"Submitting the correspondence between the heads of the several executive departments of the government and the Select Committees to examine the several branches of the Civil Service."

Report on Civil Service in Great Britain. Dorman B. Eaton. (House Executive Documents, No. 1, Part 7, 46th Congress, 2d Session, Vol. XII., 1879.)

"The character of our early politics; the sources of our Constitution; administrative abuses little anticipated; the forecast of Washington; the changes of a century; present views as to reform in this country."

Report on the Civil Service. Senator G. H. Pendleton. (Senate Reports, No. 872, 46th Congress, 3d Session, Vol. I., 1881.)

"Recommends passage of Senate Bill 2006; Copy of Report, Bill, and appendix."

Message on Civil Service Reform Rules. President R. B. Hayes. (House Executive Documents, No. 94, 46th Congress, 3d Session, Vol. 28, 1881.)

"Transmitting the results in the New York City Post Office and Custom House of the application of Civil Service Reform Rules."

Civil Service Select Committee on Reform. Report favoring House Report 581 to regulate the appointment of Fourth Class Postmasters. (House Report, No. 1403, 52d Congress, 1st Session, 1892.)

Tables showing the Number of Positions in the Executive Civil Service of the United States, classified and unclassified, in June 30, 1896, with their compensation . . . and . . . status. T. L. DeLand. (House Reports, No. 202, 54th Congress, 2d Session, 1897.)

VII. MISCELLANEOUS REFERENCES.

The Federalist (1788). (Hamilton, Madison, and Jay.) Edited by Henry Cabot Lodge. Copyrighted, 1888.)

A Reply to Lucius Junius Brutus' Examination of the President's Answer to the New Haven Remonstrance, with an appendix containing the number of collectors, naval officers, surveyors, supervisors, district attorneys, and marshals in the United

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VIII. MAGAZINE ARTICLES.

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(Reviews conditions under the "spoils" system—Necessity of reform—The reform movement.)

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1897-1899. Vols. 3 and 4. "The Law Relating to the Relief and Care of Dependents." H. A. Millis.

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 (The question of removals in its relation to Civil Service reform: Sec. 1, Office defined; Sec. 2, Causes for the removal of Constitutional officers; Sec. 3, Legislative Power over non-Constitutional officers—Contracts; Sec. 4, Constitutional power to remove; Sec. 5, Nature of the power of removal—Is it judicial? Sec. 6, The common-law power to remove municipal officers; Sec. 7, Of the existence of the power to remove; Sec. 8, Causes for removal; Sec. 9, Personal misconduct—Is a conviction necessary? Sec. 10, Of the power to suspend—Is it included in the power to remove? Sec. 11, Proceedings on charges against officers; Sec. 12, Review of removal proceedings; Sec. 13, When removal in effect; Sec. 14, Rights of officers wrongfully removed; Sec. 15, Measure of damages.)

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 1900, March. Vol. 15: 145-159. "Political Evolution and Civil Service Reform."
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Arena.

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 (The prevalence of corrupt practices arising from the union of corporations and the dominant parties in city, state, and nation—The uncovering of the corrupt rule of Boss Cox—The Ohio Senatorial Committee makes astounding revelations of wholesale corruption—Boss Cox and the Ohio courts—Senator La Follette alarms Plutocracy's minions in the Senate—Revelations of corruption in Buffalo—The overturn in Milwaukee—another evidence of the rising tide against corrupt municipal rule and corporate domination.)
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- 1869, December. Vol. 24: 645-661. "Uncle Sam's Treatment of his Servants." James Parton.
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(An historical sketch of England's experience in Civil Service Reform.)
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- 1891, February. Vol. 67: 252-257. "An Object Lesson in Civil Service Reform." Theodore Roosevelt.
(Comments upon the significance of the fact that in 1891, for the first time since 1883, the Southern States had their full share of appointments, in the departmental service at Washington, and the great majority of these positions were filled by persons politically opposed to the party in power.)
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- 1894, February. Vol. 73: 240-251. "Tammany Hall." Henry Childs Merwin.
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- 1900, January. Vol. 85: 455-466. I. "The Consular Service of the United States." George F. Parker.
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- II. pp. 669-683.
(The service of other countries—Reorganization of the system.)
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(Considers especially the presidential power of removal.) Concluded in Vol. 86: 1-14; July, 1900.
- 1902, April. Vol. 87: 433-477. "Politics and the Public Schools." G. W. Anderson.
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(. . . "the constituent elements of the complex desire for wealth"—Some peculiarities of the political machinery of the United States and their effect upon the public service.)

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Suggestions for Civil Service Reform based on the English
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Old Garment."

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1882, February. Old Series, Vol. 23: 616-617. "Public Service and
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(Reasons for the neglect of public duty—Organization and work of
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(The two systems defined—Attempts to thwart the reform—Ap-
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service—The merit system thoroughly American—The ques-
tions candidates are asked.)

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(Reviews and comments upon the second Annual Report of the
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(The Civil Service after the adoption of the competitive examina-
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for further change in the system.)

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1879, January 4. Vol. 56: 72-73. "The Story of the Civil Service
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- (Origin and development of the position of Civil Service "Writer" in England.)
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 (Origin and growth of the "Civil Service Supply Association," and other Civil Service trading concerns in England.)
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 (Topics: Unregenerate Civil Service—Meaning of and necessity for Civil Service Reform—Organizations and Leaders—An Opinion of the New Civil Service Order (W. F. Moulton)—Civic Progress Programs.)
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 1881, October. Vol. 40: 633-650. "The Spoils System in American Politics." William Clarke.
 (Describes the "spoils" system as it existed up to Garfield's time, and discusses the reform methods used against it.)
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 (The revolt against "boss" rule and party regularity.)
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 (An investigation of the internal organization of the Civil Service.)
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 (Opinion of the merit system as derived from three years' experience as Civil Service Commissioner.)
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 (The part that fiction has played in the work of reform.)
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 (Reviews the "Papers Relating to the Reorganization of the Civil Service. Presented to Parliament by command of Her Majesty. 1855.)
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 (The part which universities and technical schools may take in preparing men for government service.)
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 (Corrupting effects of the "spoils" theory in the educational system—Need for Civil Service Reform principles in school administration.)

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(The Work of Committees on Civil Service Reforms—What has been accomplished—Suggestions as to Methods of Work.)

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(Reviews the Tenth Annual Report of the Civil Service Commission of Great Britain, comments upon it—The competitive examination—The necessity of patronage.)

1875, May 1. Vol. 23: 714-724. "Report of the Civil Service Inquiry Commission." T. H. Farrar.

(Review of the report of the Playfair Commission.)

1877, July 1. Vol. 28: 115-125. "On the New Plan for Selecting and Training Civil Servants for India." Lyon Playfair.

1877, August 1. Vol. 28: 244-258. "The Indian Civil Service—A Reply." Arthur James Balfour.

(Replies to Mr. Playfair's article in the *Fortnightly Review*, July 1, 1877.)

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(Deals with conditions in England, and considers especially the question of salaries.)

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(The practicability of the merit system—Treatment of applicants under the merit system—Its democratic character.)

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1890, March. Vol. 9: 47-56. "Do the People Wish Reform?" Albert B. Hart.

1891, October. Vol. 12: 153-168. "One Remedy for Municipal Misgovernment." Charles W. Eliot.

(The necessity for business methods in municipal government.)

1892, October. Vol. 14: 201-215. "Civil Service Reform: A Review of Two Administrations." Lucius B. Swift.

(Reviews the administrations of Grover Cleveland and Benjamin Harrison.)

1892, October. Vol. 14: 216-225. "Civil Service Reform: A Decade of the Merit System." J. T. Doyle.

(Review of the merit system, 1882-1892.)

1893, July. Vol. 15: 552-556. "The Teaching of Civic Duty." James Bryce.

1895, September. Vol. 20: 120-128. "The Civil Service as a Career." H. T. Newcomb.

1899, August. Vol. 27: 705-712. "The Civil Service and the Merit System." Lyman J. Gage.

(Brief explanation of the meaning of Civil Service Reform and the merit system—Method of registration explained—Discussion and defense of President McKinley's order amending the Civil Service Rules.)

1899, November. Vol. 28: 293-396. "Civil Service by Special Training." Hoffman Atkinson.

(Considers the plan of an university established by the government with colleges for special branches of the Civil Service.)
1900, July. Vol. 29: 623-631. "Does Government Service Pay?" A. Maurice Low.

(Position and salary of a clerk—Low salaries paid to men holding positions that demand marked executive ability—Comparison of our Civil Service system with that of Great Britain—Advantages of the English system.)

1901, January. Vol. 30: 608-619. "The Purpose of Civil Service Reform." Henry Loomis Nelson.

(Comparison of the English system with the American—Probable future of the movement in America.)

1901, July. Vol. 31: 556-560. "The Corrupting Power of Public Patronage." Oscar W. Underwood.

(Calls attention to the dangerous influence exerted by the "spoils" system on the legislation of the country.)

1902, March. Vol. 33: 77-84. "The Merit System in Porto Rico." J. H. Hollander.

(President McKinley's appointments of 1900 in the executive department of the Porto Rican government—The successful way in which the new administration met the Civil Service problem.)

Fraser's Magazine.

1875, June. New Series, Vol. 11: 720-729. "The Civil Service."

(Reviews the First Report of the Civil Service Inquiry Commission, with Correspondence, 1875 (England), and comments upon its findings.)

Galaxy.

1877, November. Vol. 24: 654-661. "Civil Service Reform." John I. Platt.

(An argument against "taking the service out of politics"; and opposing prescribed regulations for appointment to office.)

Green Bag.

1898, April. Vol. 10: 164-170. "The Power of Removal from Federal Offices." James W. Stillman.

(Discussed from the legal standpoint.)

Harper's Monthly Magazine.

1870, March. Vol. 40: 546-556. "Civil Service Reform." A. R. Macdonough.

(Description of the Civil Service, its personnel, safeguards, the manner in which its duties are performed, and a comparison of its methods with those of other nations; the need of reform.)

1872, April and May. Vol. 44: 685-696; 835-848. "The Story of Tammany." Rufus Howe.

(I. How it was made a Political Power—II. How it grew to Political Supremacy.)

1880, May. Vol. 60: 898-905. "Civil Service Reform in New York." Edward Cary.

(Application of the essential principles of Civil Service Reform to the administration of the Custom House and Post Office.)

1899, May. Vol. 98: 858-862. "The Civil Service and Colonization." Francis Newton Thorpe.

(The administrative department of the United States and its relation to colonial rule.)

Harper's Weekly.

- 1895, August 24. Vol. 39: 812. "Progress in City Rule." Julian Ralph.
(Civil Service Reform in Chicago—Well-governed Buffalo.)
1902, September 20. Vol. 46: 1315-1316. "Depletion of the Civil Service List."
(Brief editorial comment on the small number of candidates for Civil Service positions.)
1902, November 15. Vol. 46: 1697. "Is the Civil Service List Depleted?" George A. Warren.
(A reply to the editorial (*Harper's Weekly*, September 20, 1902) on the depletion of the Civil Service list.)

Independent.

- 1899, June 29. Vol. 51: 1733-1735. "Civil Service Examinations." Everett P. Wheeler.
(General character of the examinations—Their adequacy as a test for the qualifications of candidates for positions in the Civil Service.)
1899, July 13. Vol. 51: 1782-1875. "The President's Civil Service Order." Joseph French Johnson.
(A defense of President McKinley's order of 1899, amending the Civil Service Rules.)
1899, July 20. Vol. 51: 1919-1922. "A Reply to the Civil Service Reform League." Lyman J. Gage.
(A letter published by Mr. Gage, then Secretary of the Treasury, in reply to a letter printed in the newspapers and addressed to the Secretary of the Treasury from the Secretary of the National Civil Service Reform League. Discusses various assertions made by the Secretary of the League in criticism of the action of the McKinley administration on coming into power.)
1901, July 4. Vol. 53: 1571-1572. "The Civil Service."
(Editorial. The necessity for a strict enforcement of the Civil Service statutes, with illustrations of violations drawn from the Report of the Investigating Committee of the National Civil Service Reform League.)
1905, December 7. Vol. 59: 1353-1354. "Business of the Boss."
(Editorial. Position of the Boss—The conditions that cause his existence and the means of getting rid of him—Public ownership of public utilities a solution of the problem.)
1906, July 19. Vol. 61: 123-125. "Political Decay—An Interpretation." Edward A. Ross.
(Government corruption in the commercial exploitation of the people.)

International Review.

- 1888, May. Vol. 8: 546-558. "Government Machinery." Albert Stickney.
(The competitive system and its application to the Civil Service of the United States.)
1882, September. Vol. 13: 261. "The Progress of Civil Service Reform." Gamaliel Bradford.
(Criticism of the Civil Service Reform movement.)
1882, October. Vol. 13: 339-348. "American Party Issues—Old and New." Ernest Howard Crosby.
1882, December. Vol. 13: 587-597. "Partyism and Party Spirit." William Brackett.

International Quarterly.

- 1906, January. Vol. 12: 350-358. "Philadelphia Puissant." Clinton Rogers Woodruff.
(The reform movement under Mayor Weaver in 1905.)

International Review.

- 1879, March. Vol. 6: 227-233. "The Administration and Civil Service Reform." Edward Cary.
(Civil Service Reform under President Hayes.)

Journal, American Social Science Association.

- 1869, June. Vol. 1: 112-119. "Civil Service Reform." Samuel Eliot.
(Gives the main provisions of the Jenckes Bill of 1860—Criticism of the Bill—Necessity of the reform—Practicability of Civil Service Reform tested in Great Britain.)
1871, No. 4: 74-94. "Von Mohl on Different Modes of Filling Offices in the Civil Service." Brinton Cox.
(A paper read at the general meeting of the Association at Philadelphia, October 27, 1870. Contains "a condensed but faithful review of the treatise of the eminent German publicist, Von Mohl, upon the different modes of filling the offices of the Civil Service."
1876, May, Vol. 8: 54-78. "The Experiment of Civil Service Reform in the United States." Dorman B. Eaton.
(The first experiment with Civil Service Reform in the United States: The adoption of the rules—Their abandonment—Conclusions as to the practicability and the proper methods of Civil Service Reform in the future.)

Journal of the Statistical Society of London.

- 1858, March. Vol. 21: 18-50. "On the Economical, Social, Educational, and Political Influences of Competitive Examinations as Tests of Qualifications for Admission to the Junior Appointments in the Public Service." Edwin Chadwick.
1859, March. Vol. 22: 44-75. "On the Progress of the Principle of Competitive Examination for Admission to the Public Service, and Statistics of Actual Results, and an Investigation of some of the objections raised." Edwin Chadwick.
(Discusses among other topics the following: Effects of the competition upon the education of the country—Moral effects of competition—Effects of physical training—Progress of the principle of competition in the Colonies.)
1868, December. Vol. 31: 407-417. "Some Statistics Relating to the Civil Service." Horace Mann.
(Numerical force of the Civil Service—Classification—Number of departments—Cost—Nomenclature—Remuneration—Competitive Examinations—Schemes of examinations—Limits of age—Note as to political patronage in the Civil Service—Scales of salary—Limits of age.)
1869, March. Vol. 32: 38-60. "On the Cost and Organization of the Civil Service." Horace Mann.
(The objects attained by the increase in the Civil Service estimates—The organization of the Civil Service.)

Lippincott's Magazine.

- 1880, December. Vol. 26: 690-697. "Will Democracy tolerate a Permanent Class of National Office-Holders?"
("Civil Service Reform" would create a permanent office-holding class: this system not in accordance with American democracy.)
1881, June. Vol. 27: 580-592. "Tenure of Office." Dorman B. Eaton.
(Tenure of office in relation to the Civil Service Reform movement.)

Littell's Living Age.

- 1899, July 15. Vol. 222: 144-153. "The Indian Civil Service as a Model for Cuba and the Philippines." Sir John Jardine.
(Problems of civil administration in Cuba and the Philippines similar to those that have been solved in India—Brief review of the East Indian Civil Service from the reign of Elizabeth—Forecast of the way America will deal with the problem—Effect on Civil Service Reform.)

Macmillan's Magazine.

- 1873, November. Vol. 29: 1-12. "The Public Service." Francis W. Rowsell.
(The English Civil Service—Brief historical survey—Necessity of reorganization.)
1875, February. Vol. 31: 347-356. "The Civil Service of England." W. Baptiste Scoones.
(The state of affairs in the Civil Service from 1855 to 1870 as one period, and from 1870 to 1875 as a second period—Remarks on needed reform.)

Nation.

- 1868, May 28. Vol. 6: 425-426. "The Civil Service Bill." J. G. Rosengarten.
(Discussion in support of the Civil Service Bill introduced by Mr. Jenckes in May, 1868.)
1869, April 29. Vol. 8: 329-330. "Objections to the Civil Service Reform." A. G. Sedgwick.
(Answers the objections that the competitive system would result in an aristocracy of office-holders, and that it does not reach the evils of the patronage system in the higher administrative offices.)
1869, October 14. Vol. 9: 308. "The Main Question." E. L. Godkin.
(A "summing of arguments" in favor of the Jenckes Bill for the reform of the Civil Service.)
1871, June 15. Vol. 12: 412-413. "A Chapter in the History of Civil Service." E. L. Godkin.
(Comments on an address delivered by Mr. S. S. Fisher, formerly Commissioner of Patents, based on personal experience as head of the Patent Office.)
1871, August 3. Vol. 13: 68-69. "Is Civil Service Reform Constitutional?" J. W. Pomeroy.
1872, January 11. Vol. 14: 20-21. "Some reasons why Civil Service Reformers are not all Satisfied."
(The dissatisfaction with President Grant's attitude toward Civil Service Reform.)

- 1872, February 22. Vol. 14: 117. "Some Civil Service Fallacies."
(The fallacies involved in the arguments "based on the assumed folly of demanding a high grade of intelligence for filling an office the duties of which are a matter of pure routine.")
- 1872, April 25. Vol. 14: 269-270. "The Civil Service Regulations."
E. S. Nadal.
(The Civil Service Regulations issued in 1871 and 1872.)
- 1873, February 27. Vol. 16: 146-147. "English Objections to Civil Service Reform."
(The objections: (1) That competitive examinations result in the selection of men who are too good for their places; (2) that the system does not insure that the moral character of applicants is satisfactory; (3) that competitive examinations involve the evil of cramming—stated and replied to.)
- 1874, April 2. Vol. 18: 215-216. "The Informer's Relations to the Civil Service." C. C. Nott.
(An attack upon the system of informers and moiety-men in the revenue service.)
- 1876, July 20. Vol. 23: 37. "Tenure of Office." W. H. Allen.
(Importance of tenure of office during good behavior and wise exercise of the removal power.)
- 1876, September 21. Vol. 23: 177. "The Work Still Before Reformers."
(Necessity of working for Civil Service Reform by means of education.)
- 1880, February 26. Vol. 30: 150-151. I. "Lessons from the Prussian Civil Service." H. Tuttle.
(Description of the Prussian Civil Service.)
- 1880, March 4. Vol. 30: 172-173. II. "Lessons from the Prussian Civil Service."
(The lesson to be learned from Prussia's experience.)
- 1880, July 22. Vol. 31: 56-58. "The Civil Service Issue in the Canvass." C. C. Nott.
(Civil Service Reform in the campaign of 1880—The attitude of President Hayes toward reform.)
- 1881, January 6. Vol. 32: 5-6. "Rotation in Office." E. L. Godkin.
(Rotation in office described and objections stated.)
- 1888, March 1. Vol. 46: 169-170. "The Civil Service as a Profession."
- 1889, June 20. Vol. 48: 499-501. "The Evolution of Party Removals."
- 1889, June 27. Vol. 48: 518-519. "Rotation and the Presidency."
R. Webster.
(A review of Mr. F. W. Whitridge's article on "Rotation in Office," in the *Political Science Quarterly*, June, 1889.)
- 1899, November 23. Vol. 69: 384. "The Civil Service Fable."
E. L. Godkin.
(A reply to those imperialists who said that by subduing and annexing the Philippines we should get Civil Service Reform—How the British got Civil Service Reform.)
- 1900, May 24. Vol. 70: 392-393. "Colonial Civil Service." D. MacG. Means.
(Importance of regulating colonial appointments—The necessity of having trained administrators in the Civil Service.)
- 1900, June 14. Vol. 70: 452-453. "Civil Service Pensions." D. MacG. Means.

(Attitude of Congress toward Civil Service pensions—Attitude of State Legislatures—Injustice of pensioning the officers of the Civil Service.)

1900, September 27. Vol. 71: 246-247. "Civil Service Reform." E. L. Godkin.

(A reminiscent sketch of the beginning of the reform movement in the Civil Service—Attitude of politicians toward it.)

1900, December 27. Vol. 71: 505. "Persistence in Reform." E. L. Godkin.

(Difficulties attending the progress of Civil Service Reform—Reason for the slow progress of Civil Service Reform.)

1901, May 2. Vol. 72: 350. "McKinley and Civil Service Reform."

(Statement of the fundamental objections to President McKinley's Civil Service policy.)

1902, June 19. Vol. 74: 480-481. "A Curb for Petty Bosses."

(The necessity of regulating the political activity of office-holders.)

1903, May 21. Vol. 76: 408. "Progress of Civil Service Reform." O. G. Villard.

(Reviews the progress of Civil Service Reform as reported at the annual meeting of the New York Civil Service Reform Association, 1903—Condition of Civil Service Reform in New York City, New York State and in the Federal Service.)

1903, October 29. Vol. 77: 334. "The Laborer in Federal Offices."

(The Philadelphia Mint cases in which employes under Civil Service Rules were discharged for political reasons—The necessity of closing the "laborer loophole" of the Civil Service Rules.)

1906, January 18. Vol. 82: 46-47. "The President and the Bosses."

(President Roosevelt's attitude toward the "bosses" in Pennsylvania, with comments on the relation between the chief executive and the local "boss.")

1906, March 22. Vol. 82: 234. "After Exposure, What?"

(A plea for a constructive policy of procedure after exposing official and corporate misdoing.)

1906, April 19. Vol. 82: 315-316. "Rural Corrupt Practices."

(Corrupt practices in the country districts of New York State.)

National Quarterly Review.

1867, September. Vol. 15: 365-384. "The Civil Service of the United States." E. I. Sears.

(Republican legislation since the Rebellion—Necessity of governmental reform—United States Civil Service compared with that of Germany—Need of education for the Civil Service—Past and present position of Civil Service officers—Necessary qualifications for the Civil Service—True basis of organization.)

National Review.

1855, October. Vol. 1: 351-376. "The Civil Service and the Competitive Principle."

(Reviews and discusses the "Reports of Committees of Inquiry into Public Offices, and Papers Connected Therewith, 1854," and "Papers Relating to the Reorganization of the Civil Service, 1855.")

1861, January. Vol. 12: 129-144. "Tests for the Public Service."

(Based on "Report of Select Committee on Civil Service Appointments, with Minutes of Evidence," Parliamentary Papers, 1860; and on "Annual Reports of Civil Service Commissioners," Parliamentary Papers, 1856-1860. Presents objections to open competitive examinations.)

Nineteenth Century.

1888, August. Vol. 24: 270-271. "American Statesmen." Goldwin Smith.

(Brief mention of Jackson's inauguration and the situation in Washington at the advent of the "spoils" system.)

1900, July. Vol. 48: 42-53. "Administrative Reform in Public Service." P. Lyttleton Gell.

(A consideration of why Imperial administration falls short of what Imperial interests demand.)

1900, August. Vol. 48: 184-195. "Ordinary Business Principles."

("Personal Responsibility"; "Payment by Results"; "Promotion by Merit"—An interpretation of these terms submitted for criticism to high authorities upon business matters.)

1900, September. Vol. 48: 345-356. "Business Principles in the Public Service." Edmund Robertson.

1900, October. Vol. 48: 625-628. "Administrative Reform in the Public Service—A Reply." Al. West.

(A reply to "Administrative Reform in the Public Service," by P. Lyttleton Gell, *Nineteenth Century*, July, 1900.)

1901, March. Vol. 49: 444-450. "Imperial Civil Service. A Suggestion from Australia." Edward E. Morris.

(A plea on behalf of a petition "from the governing bodies and the professors of Australian Universities, asking that opportunity might be afforded to candidates in Australia to compete for appointments in the Higher Imperial Service, including the Civil Service of India." The need of local examinations.)

1906, April. Vol. 59: 571-580. "Wanted! An End to Political Patronage." J. Henniker Heaton.

(A discussion of English conditions.)

North American Review.

1867, October. Vol. 105: 478-495. An article based on the following report and speech: "Civil Service of the United States. Report presented by Mr. Jenckes, from the Joint Select Committee of the two Houses of Congress appointed July 19, 1866. Speech of Mr. Thomas A. Jenckes, of Rhode Island, on the Bill to Regulate the Civil Service of the United States and to Promote the Efficiency Thereof, delivered in the House of Representatives, January 29, 1867."

1869, October. Vol. 109: 443-475. "Civil Service Reform." Henry Brooks Adams.

("Attempt to show that the soundness and vigor . . . even the purpose of the reform movement, must depend upon its recurrence to the fundamental principles of the Constitution.)

1870, July. Vol. 111 [New Series]: 60-77. "Competitive Examinations in China." William A. P. Martin.

(Advantages and defects—Applications to American institutions.)

1871, January. Vol. 112: 81-113. "The Civil Service Reform." Jacob D. Cox.

(A consideration of "the facts in reference to the existing modes of appointment . . . and the remedies which promise to cure the evils discovered.")

1876, January. Vol. 122: 47-87. "Politics in America from 1776-1876." W. G. Sumner.

1878, September. Vol. 127: 273-287. "Civil Service Reform." John Jay.

- (Civil Service Reform in President Hayes' administration; the changes in the New York Custom House and their relation to the movement for Civil Service Reform.)
- 1880, March. Vol. 130: 247-260. "Civil Service Reform." Henry W. Bellows.
- (Comments on Mr. D. B. Eaton's work on "Civil Service in Great Britain," and discusses the application of Civil Service methods in the United States.)
- 1881, July. Vol. 133: 43-64. "The Power of Public Plunder." James Parton.
- (The "business" aspect of politics.)
- 1881, November. Vol. 133: 464-476. "The Appointing Power." George F. Hoar.
- (The relation of the patronage system to party government—The appointing power of the President.)
- 1881, April. Vol. 132: 305-319. "Reform versus Reformation." Albion W. Tourgee.
- (Discusses in detail the policy of Civil Service Reform and presents objections to it—Another remedy offered for the evils of the "spoils" system.)
- 1881, June. Vol. 132: 546-558. "A New Phase of the Reform Movement." Dorman B. Eaton.
- (A reply to the article, "Reform versus Reformation," by Albion W. Tourgee in the *North American Review*, April, 1881.)
- 1882, February. Vol. 134 [New Series]: 111-133. "Do the Spoils Belong to the Victor?" Andrew D. White.
- (Defense of the merit system.)
- 1882, July. Vol. 135 [New Series]: 27-49. "The Business of Office-seeking." Richard Grant White.
- 1882, October. Vol. 135 [New Series]: 363-373. "Political Bosses." John I. Mitchell.
- (("Bossism" and the "spoils" system.)
- 1885, July. Vol. 141: 15-24. "Two Years of Civil Service Reform." Dorman B. Eaton.
- 1885, November. Vol. 141: 480-490. "A Letter to the People of the United States upon their Conduct as an Employer." James Parton.
- (Considers the questions of "steady employment, just compensation and human treatment.")
- 1893, November. Vol. 157: 571-579. "Ten Years of Civil Service Reform." Charles Lyman.
- 1899, October. Vol. 169: 528-535. "A Trained Colonial Civil Service." Edward Gaylord Bourne.
- (The necessity for trained men in the colonial Civil Service—Nature of the special training required—What is being done in England, Holland, France and Germany for their respective Colonial and Diplomatic Services.)
- 1899, November. Vol. 169: 678-693. "Is Civil Service Reform in Peril?" Joseph French Johnson.
- (Defense of President McKinley's Order of 1899, amending the Civil Service Rules.)
- 1906, January. Vol. 182: 1-18. "Elections in Pennsylvania, 1905." W. MacVeagh.
- (A great victory for honest politics—Condemnation of "bossism"—Its overthrow in Pennsylvania.)

1906, February. Vol. 182: 275-284. "Electoral Corruption in England in the Old Days." Arthur Pottow.
(Electoral corruption in England from 1695 to 1883 and the effort to do away with it.)

North British Review.

1885, May. Vol. 23: 137-192. "Reform of the Civil Service."

(Based on the following: Papers Relating to the Reorganization of the Civil Service. Presented to both Houses of Parliament by command of Her Majesty, 1855. The Regulations for the Examination of Candidates for Appointment to the Civil Service of the East India Company; with an appendix, two Reports to the Commissioners for the affairs of India. London, 1855. The One Thing Needful, by W. R. Greg. London, 1855.)

The article contains, among other topics, the following: Statistics of the service—Present system of the service ("The Ministry"; The Permanent Service; Staff Appointments; Nepotism; Party Influence; Recognition of Merit; Promotions)—How the present system works—The remedy.

Old and New.

1874, July. Vol. 10: 116-122. "Education for the Civil Service." Edward E. Hale.

(Value of the competitive examinations in improving the personnel of the Civil Service.)

1874, August. Vol. 10: 145-148. Editorial comment on the action of the House of Representatives directed against the Civil Service Reform movement, June, 1874.

Open Court.

1901, February. Vol. 15: 106-109. "The Need of a Civil Service Academy." Charles Carroll Bonney.

(Growth and development of the United States as a world power—Suggestions for the improvement of the foreign service.)

Outlook.

1901, January 5. Vol. 67: 1. "Civil Service and the Administration."

(Brief summary of the report of the National Civil Service Reform League, appointed to investigate the Federal Civil Service.)

1904, April 16. Vol. 76: 938-941. "Civil Service in American Cities." Charles Dwight Willard.

(What a city loses by a lack of system in the selection of its employes—The merit system of appointment—A solution of the problem of city government.)

1904, December. Vol. 78: 964-965. "Civil Service Reform."

(Commendable removable by Mayor McClellan of the Park Commissioners for the Borough of the Bronx, and of the city's entire Civil Service Commission—Summary removal by President Roosevelt of J. G. Bunn, finance clerk in the Philadelphia Post Office, for the offense of having solicited political assessments.)

1905, May. Vol. 80: 129-132. "The College Graduate and the Civil Service." William B. Shaw.

(Short historical survey of the college man in government positions, especially in Washington—Result of the Civil Service Law in improving the status of the department of whatever grade.)

1906, January 13. Vol. 82: 66-68. "The Doom of Political Autocracy."

(The close of "boss rule and machine politics" in America.)

1906, September 1. Vol. 84: 9-10. "The Pre-eminent Issue."

(Discusses as "the pre-eminent issue," whether government shall be "oligarchic or democratic.")

Overland Monthly.

1884, May. Vol. 3 (Second Series): 521-552. "Rotation in Office."
F. I. Vassault.

(An argument against the necessity of rotation in office.)

Penn Monthly.

1870, November. Vol. 1: 409-429. "Civil Service Reform." J. G. Rosengarten.

(Survey of the condition of the Reform movement in the United States—Experience of European countries with Civil Service Reform and its relation to the movement in this country.)

This article was also published in the *Journal of the American Social Science Association*, 1871, Vol. 4: 33.

1881, April. Vol. 12: 241-269. "Civil Service Reform. A Chapter in the History of the 'Spoils' System." Dorman B. Eaton.

(Extract from the Report submitted to the President of the United States in reply to his request "for a report as to what has been the tendency and what will be the probable effects of the permanent enforcement in the Post Office, Custom House and other Federal offices at the City of New York of rules requiring open competitive examinations for appointments and promotions, and calling for both the facts and the considerations bearing upon these subjects." 1. The "spoils" system in New York previous to the administration of President Grant—an historical view; 2. The attempt of President Grant to reform the "spoils" system at New York; 3. The enforcement of the merit system at New York by President Hayes and the result; 4. The probable effects of the merit system at New York if permanently enforced.)

1881, July. Vol. 12: 524-533. "Bossism and Civil Service Reform."
John Andrews Harris.

(The evils of "bossism"—a remedy in the principles of Civil Service Reform.)

1881, October. Vol. 12: 758-764. "The American Incubus."
Thomas Leaming.

(The relation of Civil Service Reform to the "boss" and the "machine.")

1881, December. Vol. 12: 881-895. I. The Term and Tenure of Office." Dorman B. Eaton.

(Term and tenure of office in the legislative, judicial, and executive divisions of the Civil Service—"the origin and spirit of the "spoils" system as it stands connected with the term and tenure of office.")

1882, February. Vol. 13: 81-103. "II. The Term and Tenure of Office." Dorman B. Eaton.

(The disastrous consequences of the four year's term theory.)

- 1882, March. Vol. 13: 161-183. "III. The Term and Tenure of Office." Dorman B. Eaton.
(Concludes the argument against the four years' term and the "short term" principle.)
- 1882, March. Vol. 13: 206-211. "How Shall the Spoils System Be Abolished?" Henry C. Lea.
- 1882, April. Vol. 13: 310-312. "A Brief Comparison of the Dawes Bill and the Pendleton Bill."
- 1882, April. Vol. 13: 295-302. "Municipal Reform and Civil Service Reform." C. Stuart Patterson.
(Reviews an article on the form of municipal government of Philadelphia, by Mr. John C. Bullitt—Necessity for the application of Civil Service Reform rules in municipal reform.)
- Pennsylvania Magazine.**
- 1894, January. Vol. 17: 462-490. "Pennsylvania Politics Early in this Century." William M. Meigs.
- Political Science Quarterly.**
- 1886, June. Vol. 1: 153-162. "The Political Influence of Andrew Jackson." Anson D. Morse.
- 1889, June. Vol. 4: 279-295. "Rotation in Office." F. W. Whitridge.
(Attack upon the system of rotation in office—Evils of the tenure-of-office act of 1820—Why it should be repealed.)
- 1898, March. Vol. 13: 19-40. "The Early History of the United States Consular Service, 1776-1792." Emory R. Johnson.
(Among other topics discussed is that of the necessity for the merit system of appointment in the consular service.)
- 1899, July. Vol. 14: 240-250. "British Imperialism and the Reform of the Civil Service." George Elliott Howard.
(A reply to the expansionist argument that the adoption of a colonial policy would react in a purification of the United States Civil Service. This argument was based on the assertion that such a purification took place in England on account of her colonial policy. Mr. Howard discusses and refutes this assertion.)
- Popular Science Monthly.**
- 1877, December. Vol. 12: 152-162. "Language and the Civil Service." Alexander Bain.
(The place of languages in the competitive examinations.)
- Princeton Review.**
- 1870, January. Vol. 42: 1-21. "The History and Literature of Civil Service Reform."
(“The early history of Civil Service Reform . . . the recorded experience of Roman and medieval, and modern governments.”)
- 1881, January. 57th year: 129-148. "Presidential Elections and Civil Service Reform." William G. Sumner.
(“The difficulties, dangers and evils, incident to the election of the chief executive by a popular vote in periods of only four years”; its relation to Civil Service Reform)
- 1881, September. 57th year: 145-170. "Assassination and the Spoils System." Dorman B. Eaton.
(Guiteau's assassination of President Garfield—Source and significance of the act found in the "spoils" system—Evils of the "spoils" system.)

Public Opinion.

1900, December 27. Vol. 29: 807-808. "Civil Service Reform under the Present Administration."

(Extract from the report of the committee of the National Civil Service Reform League appointed to investigate the condition of the Federal Civil Service under President McKinley—Brief comment.)

1901, April. Vol. 30: 423-424. "The New Civil Service Commissioner.)

(Newspaper comment on the appointment of ex-Representative Rodenberg of Illinois to the position of Civil Service Commissioner.)

Putnam's Magazine.

1868, August. New Series, Vol. 2: 233-244. "Our Civil Service." Julius Bing.

(The need for the reorganization of the Civil Service of the United States.)

1870, January. New Series, Vol. 5: 50-55. "In the Departments. Some Aspects of the Civil Service." W. H. Babcock.

("A few cursory observations and thoughts suggested during several years of service in the Departments at Washington"—The need for some measure of Civil Service Reform.)

Republic.

1874, January. Vol. 2: 3-12. "The Civil Service Question."

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1906, February. Vol. 33: 227. "Bossism in English Politics."

Saturday Review.

- 1902, March 1. Vol. 93: 260-261. I. "Oxford and the Civil Service Examinations."
(The obligation of Oxford to provide such a course of training for the Indian Civil Service that candidates will not have to supplement this instruction by special tuition at a "crammer's.")
- 1902, March 8. Vol. 93: 292-293. II. "Oxford and the Civil Service Examinations."
(Recommendations to Oxford in regard to a constructive policy of training for examinations for the Indian Civil Service.)
- 1902, March 22. Vol. 93: 366-367. "The Universities and the Civil Service Examinations."
(Letter from "A Cambridge Lecturer" commenting on the articles on "Oxford and the Civil Service Examinations," *Saturday Review*, March 1 and 8, 1902.)
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(Comments on the articles on "Oxford and the Civil Service Examinations," also on the letter from "A Cambridge Lecturer.")
- 1903, January 10. Vol. 95: 38-39. "The Nation's Debt to the Civil Servants."
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(Aims of Civil Service Reform: its necessity.)
- 1877, June. Vol. 14: 242-247. "How It Was Done in Great Britain." E. O. Graves.
(The means whereby Great Britain purified and improved her Civil Service.)
- 1877, October. Vol. 14: 829-832. "Experience in Post Office Appointments."
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(Historical survey of the administration of the Civil Service in the United States.)
- 1881, July. Vol. 22: 353-364. "The People's Problem." Albert Stickney.
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- 1895, August. Vol. 18: 238-247. "Six Years of Civil Service Reform." Theodore Roosevelt.
(The Civil Service Reform movement from May 1889 to May, 1895.)

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- 1878, May. Vol. 9: 496-516. "Our Civil Service: Its Past and Future." R. H. Bancroft.
(Historical sketch of the method of appointing to office in the United States down to 1879: the meaning of Civil Service Reform.)
- 1878, November. Vol. 10: 495-512. "Civil Service Reform." George William Curtis.
(Address delivered at the National Conference of Unitarian and other Christian Churches, September 20, 1878.—The "spoils" system; its effect upon the office-holder and upon general politics—Reply to the assertion that the patronage system is essentially American and best for America.)
- 1881, September. Vol. 16: 197-216. "Civil Service in England and America." A. W. Jackson.
(“A comparative view of the Civil Service systems of England and America.”)

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- 1878, March. Vol. 4: 204. "Civil Service Reform." Thomas T. Gantt.
(Results of the "spoils" system—Necessity for legislation embodying reform—Provisions of a reform scheme outlined.)
- 1880, November. Vol. 6: 411-445. "Civil Service Reform." Thomas T. Gantt.
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- 1854, July. New Series, Vol. 6: 68-95. "The Civil Service." J. Chapman.
(The Civil Service in England—The present qualities of the Service—The comparative effects of reform—Competitive examinations—What is learning worth in office?—The central function of the Civil Service.)
- 1855, April. New Series, Vol. 7: 450-491. "Reorganization of the Civil Service." J. Chapman.
(The English Civil Service—Its importance—Origin and growth of public offices—Opinions for and against the present régime—Examinations should be competitive—Attraction of the Service.)
- 1876, January. New Series, Vol. 49: 166-187. "The Civil Service."
(“The rise of officialism . . . and the creation of the several departments of public business” in England.)
- 1876, April. Vol. 49: 464-493. "The Civil Service."
(Continued from Westminster Review, January, 1876.)
- 1900, November. Vol. 154: 504-509. "Administrative Reform." W. E. Snell.
(Necessity for administrative reform in England.)
- 1901, May. Vol. 155: 547-549. "Civil Service Iniquities and Abuses." Ashley DeBurgh.
(Refers to English conditions.)

World's Work.

1902, January. Vol. 3: 1581. "Office-holding as a Badge of Honor."

(Brief appreciation of President Roosevelt's policy in the administration of the national Civil Service during the last three months of 1901.)

1906, February. Vol. 11: 7119-7124. "Fall of the House of Quay." . . . I. F. Marcossou.

(Method of using the State Treasury in Pennsylvania for political corruption—Overthrow and reform.)

1906, March. Vol. 11: 7342-7346. "Industrialized Politics." By a Twenty-year Student of New York Politics.

("The career of Mr. Odell in New York as an example of the method whereby corporations not only control but in a sense become political parties.")

EXTENT OF CIVIL SERVICE REFORM.

Reprinted in part from "Good Government," Vol. 24, No. 2, February, 1907.

The Federal Government.

Federal Civil Service Laws and Rules apply to the Executive Civil Service in States and Territories, in the Philippines, Porto Rico, Hawaii, and Alaska.

California.

The cities of San Francisco and Los Angeles have provisions in their charters establishing the merit system in the municipal service.

Colorado.

The city of Denver has a charter provision applying the merit system to the fire and police departments and the department of public utilities and works, but after 1908 the council of the city may extend the system to other departments.

In the state service a system of nominally competitive examinations obtains for the position of irrigation engineer, but the governor is at liberty to appoint regardless of the rating. A Civil Service law applies to state institutions and to the Civil Service Commission itself. In addition, it can be adopted by cities which by popular vote express their desire to come under its provisions.

Connecticut.

The city of New Haven by an amendment to its charter in 1898, adopted a Civil Service system. The examinations are competitive, but certification is not required to be made in the order of standing.

District of Columbia.

No merit system is established by law, but the Commissioners of the District of Columbia have established examinations for admission to the police and fire departments.

Georgia.

In accordance with an act of the legislature, the City Council of Atlanta has adopted Civil Service Rules for its police force.

Illinois.

A Civil Service Law covers all positions in state charitable institutions. A Civil Service Law applying to such cities as by popular vote accept it, obtains in Chicago, Evanston, Rockford, Aurora, and Elgin. Another law applies the merit system to the Civil Service of Cook County.

Indiana.

A law provides for examinations in all state institutions, but does not provide that these examinations shall be competitive. The heads of the institutions may make them so. Another law provides for the merit system in the Health Department of Indianapolis.

Iowa.

A law applies the merit system to police and fire departments in all cities of 60,000 or more. This applies only to the city of Des Moines.

Kansas.

By an act of the legislature all the state penal and charitable institutions have been placed under Civil Service Rules.

Kentucky.

The merit system has been established in the normal schools of Richmond and Bowling Green.

Louisiana.

In 1896 the charter of New Orleans was amended to provide for Civil Service Rules. By legislative act of July 10, 1900, that system was superseded by another, which has only slight resemblance to a merit system.

Maryland.

In the city of Baltimore a merit system obtains in the public schools and in the fire and police departments.

Massachusetts.

Massachusetts has a comprehensive law applying to the services of the state and cities and to the police and fire forces of towns which accept by popular vote the provisions of the law. The Boston School Board has adopted the merit system.

Minnesota.

Competitive examinations for the position of dairy and food inspector in the state service have been established by law. A charter provision of the city of Duluth places the police and fire departments and clerks who do not handle money under Civil Service Rules.

Missouri.

In St. Louis a system of examination obtains for appointment to the positions of boiler inspector, elevator conductor and to the police department.

North Carolina.

The police and fire forces of the city of Wilmington are under Civil Service Rules.

New Jersey.

A law applies the merit system to the police and fire departments of cities of the first class.

New York.

The Constitution of the State of New York contains the following provision: "Appointments and promotions in the civil service of the state and of all the civil divisions thereof, including cities and villages, shall be made according to merit and fitness, to be ascertained so far as practicable by examinations, which, so far as practicable, shall be competitive." A comprehensive law carries out this constitutional requirement.

Ohio.

The state code regulating municipalities provides for bi-partisan boards of public service to control the police and fire departments, and for appointments and promotion therein to be made through competitive examinations. Under the bi-partisan boards the merit feature of this merit system is largely eliminated.

Oklahoma.

The city of Oklahoma has adopted Civil Service Rules for its fire and water departments.

Oregon.

The city of Portland, by a charter provision, has adopted the merit system in appointments to its Civil Service.

Pennsylvania.

A comprehensive law applies the merit system to the city of Philadelphia. A law also regulates the political activity of the municipal employees of Philadelphia. The cities of Scranton and Pittsburg contain Civil Service provisions in their charter which have until recently been consistently neglected.

Porto Rico.

A law was approved by the Governor on March 14, 1907, providing for Civil Service reform in the Insular Service there.

Virginia.

The charter of the city of Norfolk provides for the application of the merit system to the entire municipal service.

Washington.

The charter of the city of Seattle provides a merit system for the larger part of the municipal service. In the city of Bellingham Civil Service Rules apply to the police, fire, water, and engineering departments.

West Virginia.

By charter amendment the city of Wheeling has adopted the merit system for the fire and water works departments. An ordinance of the City Council of Parkersburg places the police and fire departments of that city under the merit system.

Wisconsin.

A comprehensive law covers the Civil Service of the state. A law also applies the merit system to the municipal service of Milwaukee. Another law applies it to the police and fire forces of cities of 10,000 and over.



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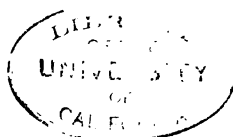
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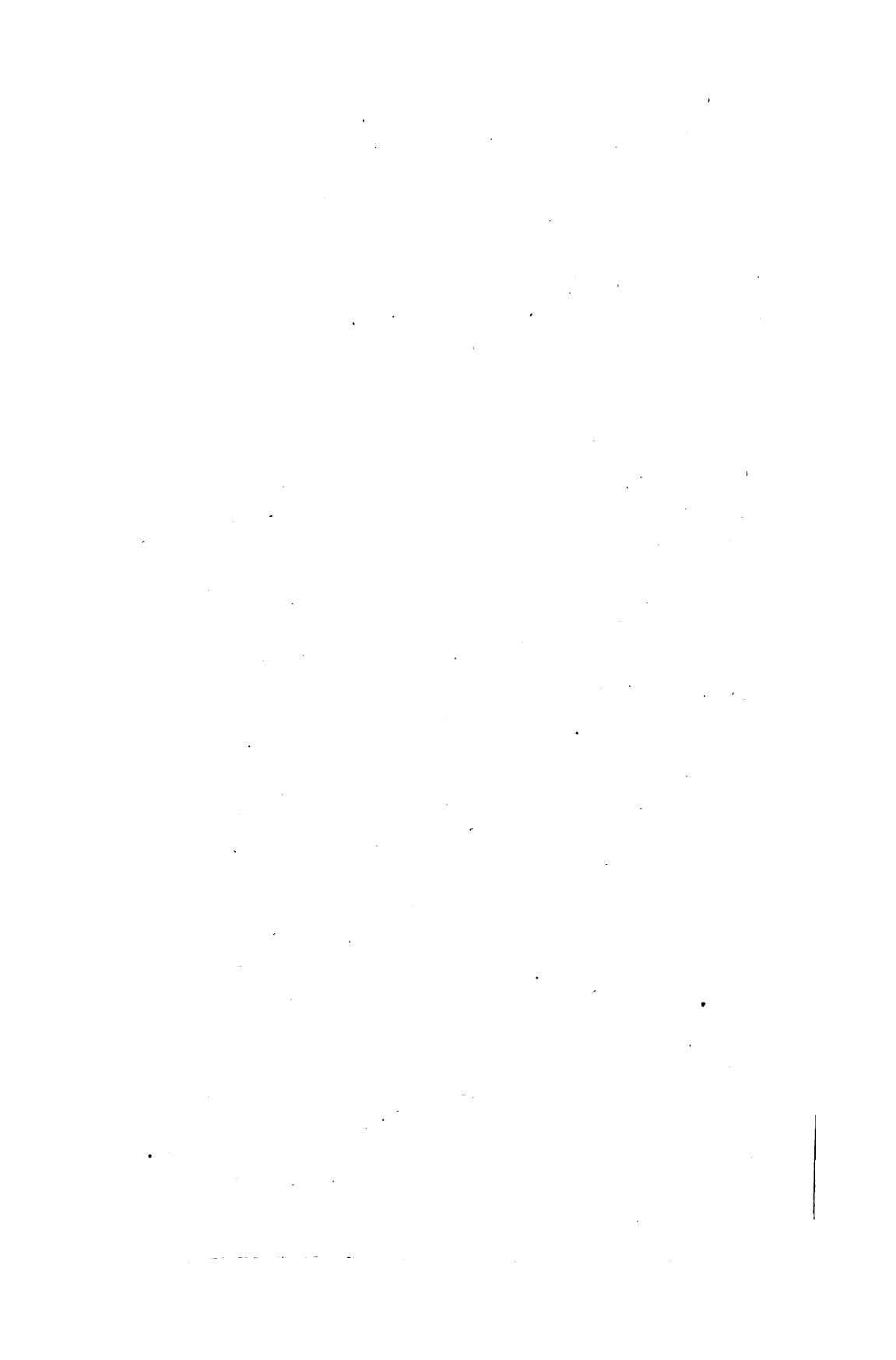
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